

# NONCOMPETITIVE INTERCHANGE BETWEEN FOREIGN SERVICE AND CIVIL SERVICE

Executive Order 11219 authorizes a new program allowing for the interchange of certain personnel between the Foreign Service and the competitive Civil Service. In this program, present and former Foreign Service Officers and employees may be noncompetitively appointed to the competitive service in any agency and will acquire status, while present or former career or career-conditional Civil Service employees may receive appointments in the Foreign Service.

The provisions for transferring from Civil Service to Foreign Service (FSS) Staff or from Foreign Service Officer (FSO) or FSS to Civil Service are very similar. An FSS or FSO may transfer to a Civil Service career, career-conditional, or non-competitive position without taking the competitive examination if he has served in a Foreign Service unlimited career-type appointment and has completed, immediately before separation, at least 1 year continuous service in one or more non-temporary appointments. A Civil Service employee may be appointed to an FSS regular (career) appointment if he has served in a Civil Service career or career-conditional appointment continuously, immediately before separation, for one year in a non-temporary appointment. No test is required unless the Civil Service <sup>requires</sup> a skill or written exam for noncompetitive appointment <sup>to</sup> a comparable position.

In either transferring to FSS from the Civil Service or vice versa, the appointment may be made at any time after separation if the individual has completed 3 or more years service in a career or career-conditional appointment or is entitled to veteran's preference. Otherwise, appointments must be made within 3 years of separation.

If a Foreign Service employee has served 3 years or if the appointment to Civil Service is to a position required by law or Executive Order to be filled on a Career basis, the appointment will be Career. If the foregoing is not applicable, the appointment will be career-provisional. However, if there <sup>are</sup> less than 30 days between separation from the Foreign Service and appointment, ~~the~~ <sup>the</sup> appointment will be

counted towards the 3 year probationary period of the career-conditional appointment. Likewise, a Civil Service employee who has completed 3 years will be given a regular (career) <sup>FSS</sup> appointment with no probationary period. If the 3 year period has not been completed, an unlimited staff appointment is made subject to completion of a probationary period. The length of the probationary period is determined by the amount of time under Civil Service.

The transfer from Civil Service to Foreign Service Officer is more difficult and may be made under lateral entry provisions only if: *lateral entry*

- a) The individual has served 4 years in a career or career-conditional appointment (or 3 years if he is over 31 years of age);
- b) He has been and is a United States citizen for at least 10 years and is married to a U.S. citizen;
- c) He passes the <sup>qual</sup> mental and physical examinations prescribed by the Board of Examiners for the Foreign Service; and,
- d) He meets all security standards.

An individual who meets all the above requirements will possess <sup>FSD</sup> career status with no probationary period required.